

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September ²¹~~17~~, 2021

TOPIC: Approval of an Employment Agreement with ~~Laborers Local 563~~ ^{Tri Council} to Establish Terms and Conditions of Employment for 2020-2021 employment contract.

A. PERTINENT FACTS:

1. New Agreement is for the period July 1, 2020 through September 10, 2021.
2. Contract changes are as follows:

Wages and benefits: Employees are moving from a negotiated wage rate and negotiated district benefit structure to a total package wage and benefit structure as is typical with other trade unions in the District.

Transition of wages and benefits is being conducted through negotiated contract language and the use of several MOU's to enable the one-time transition from employer provided benefits to union provided benefits. These MOU's utilize existing structures within the collective bargaining agreements with necessary modifications of contract language to achieve transition. These MOU's will not be effective once the transition to full union benefitted status takes place.

3. The language provisions of the new contract reflect language that contains aspects of both an employer benefitted and union benefitted structure to help move forward the transition process.
4. The District has 5 regular F.T.E. in this bargaining unit. The District has 2 seasonal F.T.E. in this bargaining unit.
6. This item will meet the District's target area goal of alignment.
7. This request is submitted by Kenyatta McCarty, Interim Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Daniel Wells, Labor Relations Manager.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom ~~Laborer's Local 563~~ is the exclusive representative. Duration of said Agreement is for the period of July 1, 2020 through September 10, 2021.

Tri Council